



CPG3 CSO/XO Conference





Manpower, Personnel & Admin

Prepared
Sep 3, 2016



REAL WORLD INDIVIDUAL AUGMENTS (I/A's)



CY-2003 IA's Historical Data

| <u>COMMAND</u> | <u>PAYGRADE</u> | <u>ISO IA</u> |
|----------------|-----------------|---------------------|
| - PELELIU: | LTJG | OEF-Saudi Arabia |
| - ACU1: | E6 | OEF - Philippines |
| - PELELIU: | LTJG | RSOI - Korea USFK |
| - PHIBCB 1: | E5 | RSOI - Korea USFK |
| - BWD: | E6 | RSOI - Korea USFK |
| - GTN: | LTJG | JWIDS 03 |
| - CPG3: | LT | JWIDS 03 |
| - GTN: | LTJG | OEF - HOA |
| - ACU5: | E5 | ULCHI Focus Lens 03 |
| - CPR3: | E6 | ULCHI Focus Lens 03 |
| - ACU1: | E5 | ULCHI Focus Lens 03 |
| -ACU1: | E5 | Alaskan Road 03 |

12 personnel provided for

12 IAs



REAL WORLD INDIVIDUAL AUGMENTS (I/A's)



CY-2004 IA's Historical Data

COMMAND

| <u>PAYGRADE</u> | <u>ISO IA</u> |
|------------------|--------------------------------|
| LT | KEEN EDGE 04 |
| E5/E6 | RSOI 04 |
| E6 | JPAC 04 |
| E6 | CPA BAGHDAD |
| E5 | OPERATION ALASKAN ROAD |
| E5 | JPAC 35TH |
| LTJG | ULCHI FOCUS LENS 04 |
| LTJG | JIDC |
| ENS | OVM PART II - BAHARAIN. |
| LTJG/OS2 | CJTF515 - STOCKHAM/BLUE RIDGE. |
| E6(YN1) | OEF - IRAQ |
| IS1/2 | OIF 04-06 USPACOM (JTF 515). |
| LT | 179 DAYS TO BAHRAIN. |
| E5/E6 (9575 NEC) | JTF-GTMO IA: (BRIG CHASER) |
| LTJG/LTJG | 179 DAYS TO IRAQ ISO OIF |

20 personnel provided for

16 IAs



REAL WORLD INDIVIDUAL AUGMENTS (I/A's)



CY-2005 IA's Historical Data

COMMAND

PAYGRADE

ISO IA

| | | |
|---|----------------|--------------------------------|
| DUB/BWD: | LT(2)/LTJG | HUMS EFFORT IN THAILAND |
| BWD/OGD | MA3/MA2 | GTMO TASKER |
| PEL | LT | HUMS EFFORT/JAPAN |
| PEL/COM/DEN/BWD/TAR/DUB: UNACCOUNTED | IT (7) | JPAC INV & ACC FOR |
| | | |
| BWD | LT | AMERICANS IN SW ASIA |
| GTWN | CTT1 | RSOI EXERCISE (KOREA) |
| BWD | CS3/2 | MIGHTY GUARDIAN III/8-27 JUN |
| PEL/COM/BWD/GTN | LT/E3(5)/E4(2) | TALISMAN SABER/8-27 JUN |
| | | JPAC MISSION TASKING |
| CPG3 (SELRES) | OSCS/ETC/ITC | KOREAN LINGUISTS |
| BWD: KABUL, AFGHAN 179 DAYS | | RSOI EXERCISE KOREA |
| | | MM/EN (E4) |
| PEL | SN | |
| BWD | MA3 | KOREAN LINQUIST 179 DAYS |
| BWD | OSCS | GTMO 279 DAYS |
| DEN | LT | AFGHAN 179 DAYS ISO GWOT |
| BMU1 | | ZAMBOANGA, PI - 179 DAYS |
| OEF | | FARSI TRANSLATOR/ISO |
| | | |
| DUB | YN3 | 179 DAYS/START APR 05 |
| DEN | LT | GTMO CUBA/179 DAYS START MAY05 |
| | | GWOT CONTINGENCY OPS/179 |
| | | DAYS/START JUN 05 |



2005 REAL WORLD INDIVIDUAL AUGMENTS (IA)



CY-2005 IA's Historical Data

COMMAND

PAYGRADE

ISO IA

| | | |
|---------------|-------------|---|
| CPG3 RESERVES | LT/LCDR/CDR | UFL O5 / 16 AUG - 2 SEP |
| DUB | EN2 | JTF-515/179 DAYS START 13 JUL |
| DEN | LT | NATO NE-1296 IA ISO OEF/STUTTGART GER |
| BHR | IS2 | MNF-IRAQ ISO OIF - 210 DAYS |
| DEN | LT/1110 | JTF GTMO/JR-CWC COASTAL HARBOR OFF |
| ACU5 | LCDR/6130 | GTMO CUBA 179 DAYS START 31 JUL |
| ACB1 | 20 CBs | GTMO CUBA/ADM REVIEW BD 179 DAYS |
| RUS | EN (E5) | START 29 AUG |
| CPG3 RESERVES | LCDR | CONOPS AND LOI TO AUGMENT NSWRONs |
| BHR | LT (1XXX) | 179 DAYS, START 2 OCT 05 |
| COM | BMC | OIF/OEF/GWOT NAVCENT DET IRAQ |
| BMU1 | | START 25 SEP 05 FOR 365 DAYS |
| CPR7 | LT | TERMINAL FURY (TF-06) 27 NOV - 12 DEC |
| BHR | YN2 | 240 DAYS AFGHAN ISO OEF - 13 OCT |
| BHR | MASN | 240 DAYS AFGHAN ISO OEF - 2 NOV |
| ACB1 | LT (3100) | 240 DAYS AFGHAN ISO OEF - 2 NOV |
| BOX | IS2 | 545 DAYS CNTCOM COAL FRCE CMND - 21 OCT |
| BHR | IS2 | 240 DAYS AFGHAN ISO OEF - 23 OCT |
| BHR | IT2 | 240 DAYS AFGHAN ISO OEF - 2 NOV |
| | | 179 DAYS KABUL AFGHAN 2 NOV |
| | | 179 DAYS IA SSO JTFGTMO |
| | | 179 DAYS IA SSO JTFGTMO |
| | | 203 DAYS NAVCENT DET KUWAIT |

73 personnel provided/34 IAs

AMPHIBIOUS GROUP
THREE

2006 REAL WORLD INDIVIDUAL AUGMENTS (I/A)



COMMAND

PAYGRADE

ISO IA

| | | |
|----------------------------|---------|---|
| RUS | LT 111X | JTF 515 BLUE RIDGE 179 DAYS-START 3J |
| BOX | IS1 | 179 DAYS NAVCENT ISO OEF - 6 DEC |
| ACU1 | | JPAC-06-2VM-001 VIETNAM - 0 |
| DAYS- 27JAN | IT2 | |
| BHR | SK2 | DJIBOUTI ISO OEF - 203 DAYS - 31 DEC |
| PCU NEW ORLEANS | LT | DJIBOUTI 200 DAYS - 13 JAN |
| CPG3 | | LTJG TABINGA IRAQ ISO OEF - 179 DAYS - 14 |
| JAN | IS | ISO OEF - GTMO 560 DAYS, 14 JAN |
| BHR | CS3 | 365 DAYS - AFGHAN ISO OEF - 11 FEB |
| RUS | | LCDR/LT (3) KEEN ED |
| CPG3 (3 RESERVES/1 ACTIVE) | | |
| EXERCISE YOKOTA JAPAN | | START 19 FEB - 7 MAR (2 WEEKS) |
| | | (JOINT BI-LATER EXERCISE W/JAPAN) |
| | | 179 DAYS IN THEATER PLUS PRE/POST |
| BHR | SKC | |
| TRNG | | AND TRAVEL (APPROX 200) - IN IRAQ |
| PCU NEW ORLEANS | LTJG | CENTCOM - HARBOR DEFENSE - 203 DA |
| CPG3 RESERVES | | DEPART 15 APR. |
| MAY | LCDR | COBRA GOLD - THAILAND - 11 |
| CPG3 RESERVES | | |
| PCD NEW ORLEANS | LTJG | RSOI KOREA 14MAR-1APR |
| ACU1 | YN2 | IRAQ ISO OEF - 203 DAYS - 11 FEB |
| PEL (IN EXCESS) | | IRAQ ISO OEF - 179 DAYS |
| | BM2 | AFGHAN - ISO GWOT - 365 DA |
| | GM2 | |



2006 REAL WORLD INDIVIDUAL AUGMENTS (I/A)



COMMAND

PAYGRADE

ISO IA

| | | |
|--------------------------|---------------|--|
| BHR | IS2 | NSWGW2 179 DAYS IN THEATER ISO GW |
| CPR7 | LT | 04/111X - 210 DAYS IN THEATER |
| BAHRAIN | | |
| RUSH | YN3 | ADMIN SUPPORT/AFGHAN - 200 |
| DAYS - MAR06 | | |
| BHR | SK2 | KABUL AFG ISO OEF - 365 DAYS - 5 MAR |
| BOX | PS1 | NAVCENTFOR DET AFGHANISTAN - 200 |
| DAYS | | |
| COMSTOCK (PRD MAR06) | LCDR | 05/105X - 200 DAYS IN THEATER - IRAQ |
| CNBG1 | LCDR FRANKLIN | IMPROVISED EXPLOSIVE DEVICES (IEDS) |
| BKH | | 22 MAR REPORT DATE |
| DEVICES (IEDS) | LTJG WILLIAMS | IMPROVISED EXPLOSIVE |
| REPORT DATE | | 22 MAR |
| PCD GREEN BAY | | |
| EXPLOSIVE DEVICES (IEDS) | 13 SAILORS | IMPROVISED |
| TARAWA | LT | |
| CPR7/ACU5 (SAME OFFICER) | 04/111X | BSU AST TRAINING OFFICER (UMM QASR)/ |
| - 9 APR | | 386 DAYS IN THEATER PLUS 12 MAR 2006 |
| DUB | | 22 MAR REPORT DATE |
| GREEN = WORKING.... | | 180 DAYS TO NAVCENT, BAHRA |
| TAR | YN/PN | |
| UNITS | LT(SUPPLY) | JSOTF-P PACOM TASKING, IA ISO OEF-P |
| CNBG1 | 04/1XXX | REPORT DATE 15 FEB |
| | 1-04/111X | 365 DAYS TO IRAQ |
| | | 393 DAYS TO IRAQ (INCL: PRE/POST TRNG) |
| | | 207 DAYS TO AFGHAN |



ACTION MEMO

FOR: ASSISTANT COMMANDER, NAVY PERSONNEL
COMMAND FOR CAREER MANAGEMENT (PERS-
4)

FROM: CAPT C. M. SAYLOR, Director, Augmentation
Division
(PERS 46)

SUBJECT: CHANGE IN BUSINESS RULES FOR ACTIVE
DUTY
AUGMENTATION



SUBJECT: CHANGE IN BUSINESS RULES FOR ACTIVE DUTY AUGMENTATION

- The total number of Active Duty Augmentation billets has risen from 637 in Oct 02 to 2,692 in Oct 05 with projected requirements increasing to 10,000 billets.



SUBJECT: CHANGE IN BUSINESS RULES FOR ACTIVE DUTY AUGMENTATION

- The current business rules for filling officer billets were developed in Jan 04 and as follows:
 - Tasking will come from claimants with 100 or more officers
 - Officers assigned will come from Type I CONUS Shore assignments
 - Exclude Joint, DoD, OCONUS, and Sea Duty Commands
 - Supply, Chaplains, CEC, Intelligence, Information Processionals, Judge Advocate, and Public Affairs designators are coordinated with community managers vice directly with claimants
 - Medical designators are coordinated with BUMED who provides BNR
 - The ESG Commandant will receive a claimant's request to change business rules



SUBJECT: CHANGE IN BUSINESS RULES FOR ACTIVE DUTY AUGMENTATION

- The current business rules for fillings enlisted billets are similar, with the exception that the billet fills are tasked to two MMCs. (FFC and BUPERS)
 - The proposed change in the business rules for officer assignments are as follows:
 - Tasking will come from claimants with 50 or more officers
 - Reclama requests must get endorsement from first flag in chain of command



SUBJECT: CHANGE IN BUSINESS RULES FOR ACTIVE DUTY AUGMENTATION

- No change in business rules for enlisted assignment.
- Benefits:
 - Greater chance of success in meeting 30 day notification time for IAs while meeting the anticipated increase in demand
 - Expands the officer manpower pool from 10,273 to 16,686
 - Expands the number of claimants from 11 to 24
 - Tasking is more equitable across shore



AWARDS/FITRE PS



AWARD SUBMISSION

- Reference **COMPHIBGRUTHREEINST 1650.1J**
- **FLAG LOC - 1650 or Memorandum on command ltr head for explanation - 30 days prior to presentation date. (15-21 Lines)**
- **NAM - 1650 and proposed citation - 60 days prior to presentation date. (7-9.5 Lines)**



AWARD SUBMISSION

- **NCM - 1650 w/Summary of Action - 60 days prior to presentation date. (7-9.5 Lines)**
- **MSM and above - 1650 w/Summary of Action MSM is required 60 days prior to presentation and LOM and above are required 90 days prior to presentation date. (15-22 Lines)**



AWARD GUIDELINES

- The award is about the mbr not the CMD.
- Award should be in chronological order.
- Intro sentence should be the topic sentence for award.
- Use complete sentences/Past tense.
- If retirement award, then insert note: Blurb



FITREP GUIDELINES

- Brag sheet is required for all Fitreps.
- Fitrep should be about member not the CMD.
- Use complete sentences/Past tense.
- Fill in blk 41-No white space.
- TAD personnel-CPG3 cannot write concurrent FITREPS/EVALS.



FITREP INTRO

- **Dynamic leader and achiever!**
Brilliantly executed a lengthy yard period. Aggressively returning USS EVERSAIL to superior readiness and operational capability. **True winner!**
- **Creativity and inspiring leadership...consistently delivered superior performance.**



FITREP INTRO CONT

- **Dynamic leader and motivator!**
His warship has been my “go-to” unit for any tasking. Always demonstrated highest standards of professionalism and readiness.
- **Remarkably talented CO!**
Achieved highest standards for operational/material readiness, safety and crew morale. Dynamic



BODY BULLETS

- Superbly supported his Crew and Families. Results: 1st/2nd/Career retention 70/84/100%!
- Proactive/Brilliant Leader. Outstanding operator, planner and magnificent manager. Spearheaded leadership in command achieving unprecedented levels of success and results.



BODY BULLETS CONT.

- Sage guidance and leadership.
Completed all warfare certs
following an extensive overhaul and
expiration of all certs!
- Maximized every opportunity.
Farsighted and aggressive planner.
Achieved and kept “ready-to-
deploy” status the longest, despite
high turnover and oldest steam



BODY BULLETS CONT.

- Brilliantly executed post-PMA sea trials and CORTRAMID training simultaneously.
- Acted decisively to elevate performance standards.
- Adroitly integrated with Iraqi, British, Australian and Singaporean forces for multi-national Maritime Security Ops to defend Iraqi oil lifelines.



CLOSING STATEMENTS

- Select now for CVN Command and Flag rank!
- CAPT JPJ is a polished professional, brilliant operator and talented mentor. Ready now to lead our Navy to GWOT success. A must select to Flag and ESG Command!



CLOSING STATEMENTS

- Record setting performance! Strongest recommendation for immediate ESG and FLAG selection!
- Hugely talented with tireless drive. A must for earliest ESG command and Flag selection.
- Select for CVN command NOW! Keep him at sea! Select for Flag at Section level.



CLOSING STATEMENTS

- **Immensely talented.** Performed with style, precision and skill. Excelled as CO. Strongest possible recommendation for earliest selection to O-6 and MAJCOM. A truly gifted winner.
- **LIMITLESS TALENT.** Strongest recommendation for earliest selection to O6 and MAJCOM



FITREP DUE DATES

- O-5 CO FITREPS Due **31 March**
- O-6 CO/CDRE FITREPS Due **14 April**



**ALL
ADMINISTRATIVE
MATTERS FOR THE
ADMIRAL MUST BE
COMPLETED BY 31
MAY.**



LEGAL OVERVIEW

LCDR ROBERT PASSERELLO
STAFF JUDGE ADVOCATE



GCMCA REVIEW

- NJP APPEALS
- ADMINISTRATIVE SEPARATIONS
- LINE OF DUTY INVESTIGATIONS
- JAGMAN INVESTIGATIONS
- ARTICLE 138 COMPLAINTS
- DETACHMENT FOR CAUSE
- COURTS-MARTIAL POST TRIAL DOCUMENTS
- ENDORSEMENTS



ADMINISTRATIVE SEPARATIONS

- WITHIN CPG3 WE SEPARATE ON AVERAGE 5-8 INDIVIDUALS EACH WEEK
- AS OF 10 MAR 06 - 57 INDIVIDUALS SEPARATED FROM WITHIN CPG3 FOR CY
- DRUGS / POM / SERIOUS OFFENSE
- IF OTH AWARDED PROCEEDINGS REQUIRE JAG REVIEW BEFORE SA ACTS
- IF CONFLICT BETWEEN BOARD AND CO'S RECOMMENDATION - NPC/SECNAV IS SA



ADMINISTRATIVE SEPARATION

FRAUDULENT ENLISTMENT WAIVER -
NO SEPARATION WITH CO'S REC (GCM
WAIVES)

SA CHART - MILPERSMAN 1910-704

MANDATORY PROCESSING (1910-144)
FOR- DRUG USE, VIOLENT
MISCONDUCT, DEVIANT SEXUAL
BEHAVIOR

TO CPG3 WITH COPY TO CPR/CNBG/CTG



NJP APPEALS

REFERENCE: MCM, PART V-8

TIME LIMIT: USUALLY 5 DAYS

(UNLESS GOOD CAUSE) - IF CLOSE
ACCEPT IT!

LEGAL REVIEW:

- STRONG DEFERENCE TO CO'S
- PREPONDERANCE OF THE EVIDENCE
MUST SUPPORT GUILTY FINDING
- VIA CPR/CNBG/CTG



LINE OF DUTY INVESTIGATIONS

- REFERENCE: JAGMAN CHAPTER II
- WHEN TO DO THEM?
 - DISEASE/INJURY LIKELY TO RESULT IN PERMANENT DISABILITY
 - UNABLE TO PERFORM DUTIES > 24 HRS
 - ALL DEATH CASES
- WHEN ALCOHOL IS INVOLVED
 - IS THERE IMPAIRMENT? BAC > 0.08
 - WAS IMPAIRMENT PROXIMATE CAUSE
 - LEGAL PRESUMPTION



INVESTIGATIONS

- NCIS - ANYTHING BIG!!
- PRELIMINARY INQUIRIES
 - FRAT, SEX HAR, ORDERS VIOLATION, MINOR MISCONDUCT, MINOR PROPERTY DAMAGE OR LOSS
- JAGMAN INVESTIGATIONS
 - LITIGATION REPORTS (ANY CASE IN WHICH THE UNITED STATES MAY END UP IN COURT)
 - COMMAND INVESTIGATIONS (SIGNIF PROP LOSS, AIRCRAFT INCIDENTS, GROUNDINGS, FLOODINGS, FIRES)
- ADMIRALTY LETTER REPORTS (COLLISSIONS OR ALLISSIONS WHERE US MAY BE A PARTY TO A LEGAL DISPUTE)



ARTICLE 138 COMPLAINTS

- REFERENCE: JAGMAN CHAPTER III
- FOR WHAT? REQUEST TO HA FOR RELIEF FROM A WRONG COMMITTED AGAINST A MEMBER FOR WHICH THE MEMBER WAS DENIED REDRESS (CO IS RESPONDENT)
- FOR 138'S - GCMCA EXAMINES COMPLAINT FOR LEGAL SUFFICIENCY, INVESTIGATES AND DECIDES.
- MEMBER RESPONDS BEFORE FINAL DECISION IS MADE AND SECNAV IS FINAL REVIEW AUTHORITY.



DETACHMENT FOR

CAUSE

- WHAT IS IT? ITS NOT A SEPARATION PROCEEDING. ITS AN ADMINISTRATIVE REMOVAL OF MEMBER FROM CURRENT ASSIGNMENT.
- OFFICERS (MILPERSMAN 1611)
 - UNNECESSARY IF MEMBER AT PRD OR A REASONABLE ALTERNATIVE EXISTS.
 - NPC IS FINAL DECISION (IF INVOLVES DFC OF XO, SUPPO'S OR DISBO'S SURFOR ENDORSES ALSO)
- ENLISTED (MILPERSMAN 1616)
 - E7 - E9 ONLY (NO DFC'S GENERALLY FOR E6 AND E7)
 - GCMCA HAS FINAL DECISION AUTHORITY



COURTS MARTIALS

PRETRIAL CONFINEMENT

- IRO HEARING, 48 HOUR LETTER

NO PRE-MAST RESTRICTION

POST TRIAL PAPERWORK

- RECORD OF TRIAL TO CPG3
- SJA RECOMMENDATION (LOR)
- CLEMENCY
- CA'S ACTION



ENDORSEMENT

- PLEASE REVIEW MESSAGE FOR WHO IS REQUIRED TO ENDORSE WHAT.
- **TO INTERMEDIATE ISICS** - PLEASE PROVIDE SUBSTANCE TO THE ENDORSEMENTS.
 - Need Information that explains - Why Forwarded, Recommending Approval?
- ON TOUGH CASES - IN PARTICULAR-WE NEED CPR/CNBG/CTG TO WEIGH IN WITH RATIONALE BEHIND CONCURRENCE WITH COMMAND



MISCELLANEOUS

- DOUBLE JEOPARDY AND DUI
- FREEDOM OF INFORMATION ACT REQUESTS
 - CPG3 is FOIA Area Coordinator for FOIA requests made to commands within CPG3. Approval and Initial Denial Authority.

ANY QUESTIONS???
ON ANYTHING??



END

IF I CAN HELP...

...PLEASE CALL ME

W 619-556-3786 (DIRECT)

H 760-591-4187

C 617-823-9727



N 43

Material



OIL SPILL MESSAGES



SHEEN

- SUBJ/OIL SPILL REPORT, SHEEN SIGHTING (REPORT SYMBOL OPNAV 5090-2)///
- POC/T.M
- RMKS/1. GMT DTG RELEASE DISCOVERED: 041831ZMAR06
- 2. ACTIVITY/SHIP ORIGINATING RELEASE:
- 3. SPILL LOCATION: NAVAL STATION SAN DIEGO, CA;
- 4. AMOUNT SPILLED IN GALLONS: LESS THAN 5 GAL estimated amount
- 5. TYPE OF OIL SPILLED: UNKNOWN
- 6. OPERATION UNDERWAY WHEN SPILL OCCURRED: N/A
- 7. SPILL CAUSE: UNKNOWN
- 8. SLICK DESCRIPTION AND MOVEMENT: SIZE: 200 SQ FT; COLOR:
RAINBOW SHEEN; ON-SCENE WIND: 10 KTS; SEA STATE: 0; SLICK
MOVEMENT:
DISSIPATED.
- 9. WEATHER: PARTLY CLOUDY; PREVAILING WIND AT SCENE: 270 DEG(T)
20 KTS; AIR TEMP: 61 DEG(F); WATER TEMP: 60 DEG(F);
SEA STATE: 0; TIDE: FLOOD.
- 10. AREAS DAMAGED OR THREATENED: SAN DIEGO BAY
(BETWEEN NAVSTA SAN DIEGO PIER 13); NATURE AND EXTENT OF
DAMAGE TO PROPERTY: NONE.
- 14. SPILL REMOVAL METHOD USED: NONE, PORT OPS DEEMED SPILL
UNRECOVERABLE.
- 15. VOLUME OF PRODUCT RECOVERED IN GALLONS: 0



CASREPS

FIREMAIN RISER PIPING IN 2MMR HAS A QUARTER INCH HOLE. PIPING IS COMMON DISCHARGE PIPING FROM NR4 AND 5 FIRE AND FLUSHING PUMPS.

POC: ENS SYLVA SYLVAK(AT)DENVER.NAVY.SMIL.MIL

2 OF 5 FIREPUMPS OOC. IF IT BECOMES NECESSARY TO ISOLATE THIS PIPING, SHIP WILL HAVE ONLY 1 OPERATING FIREPUMP.

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+++++

CASUALTY/UPDATE-03-06002/PIPING AND ACCESSORIES,/EIC:TD08000/CAT:3// fuel manifold

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CASUALTY/UPDATE-07-05052/SUPPORT SERVICES, MAINT/EIC:U000000/CAT:2// leadsman platform

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++++++

CASUALTY/UPDATE-14-05038/LASHING, MOORING, AND TO/EIC:1101000/CAT:3// padeyes



CASCOR



CASUALTY/CORRECT-06018/FIREMAINS/EIC:T801000/CAT:2//

AMPN/1. 0 HOUR DELAY IN CORRECTING THE CASUALTY DUE TO PARTS
AVAILABILITY.

2. FINAL PARTS STATUS: N/A
3. 30 MANHOURS EXPENDED IN CORRECTING THE CASUALTY.
4. UNKNOWN EQUIPMENT OPERATING HOURS SINCE LAST FAILURE.
5. THIS IS AN INTERMITTENT USE SYSTEM.//
 1. SUMMARY OF REPAIRS: SOUTHWEST RMC MANUFACTURED DISCHARGE SPOOL PIECE, SHIP'S FORCE INSTALLED. OPTEST SAT.
 2. MANHOURS EXPENDED: 30 TOTAL HOURS
 - A) SHIP'S FORCE: 10
 - B) OUTSIDE ACTIVITY: 20

3. ROOT CAUSE ASSESSMENT:

- A) TRAINING: ADEQUATE
- B) POLICIES: ADEQUATE
- C) DOCUMENTATION: ADEQUATE
- D) DESIGN: ADEQUATE
- E) MAMS: N/A
- F) PROCEDURES: ADEQUATE
- G) PARTS: ADEQUATE
- H) DIAGNOSTICS: N/A
- I) MANNING: ADEQUATE
- J) REMOTE TECH ASSIST: ADEQUATE
- K) 2M MODULE TEST AND REPAIR (MTRF): N/A//

DWNGRADE/DECL/08SEP06//



SUPPLY



If you do not order the parts. No demand is registered.

Material will not be stocked. May turn into long lead time item or not carried anymore.

When you casrep and material is required, pls order the material

Especially if SWRMC (SIMA) is doing the work.

Ship SWRMC annual budget of 491K. Used for parts only. Man Power and facilities are already paid for.



EKMS/SECURITY



EKMS Inspections are unannounced for an accurate view of command handling of COMSEC.



Reoccurring Issues

- Command Security programs directly impact the proper handling of COMSEC material, proper granting of access to cleared individuals.
 - Inappropriate cleared personnel have access.
 - Handling of foreign national clearances have passed all the requirements prior to access.



Issues cont.

- Lack of local record checks for interim clearances.
- Lack of overall clearance files for personnel handling EKMS, as required by EKMS 1.
- Clearly outlined duties for the SSO/Security Manager to ensure the SCI/Genser clearances have the same level of accountability.
- Bunker Hill can be used as the standard for Command Security Program.



EKMS Issues

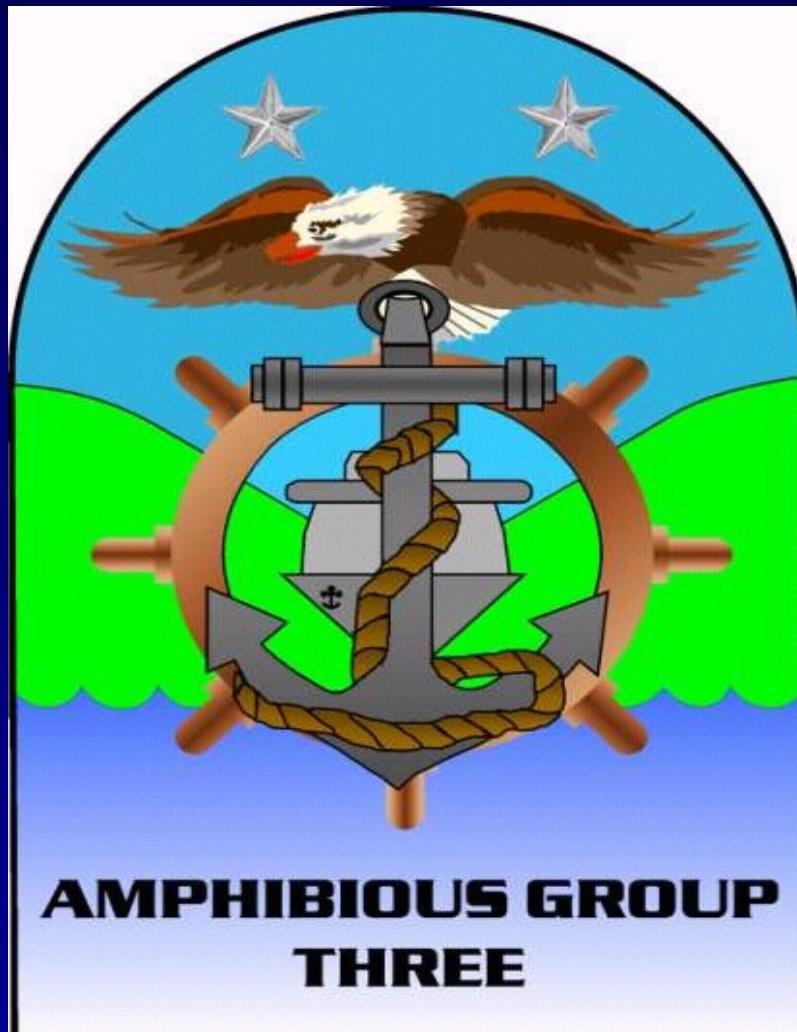
- Lack of ETR submission. This will show itself evident to the CO if DCMS inventories have “IT” In Transit status.
- Poor record retention for inventories, transaction status logs.
- Personnel having access to material above their clearance level.



EKMS Issues

- Lack of a robust EAP/EDP or training.
- USS Boxer and USS Bonhomme Richard EKMS Managers are willing to provide periodic assessments.
- Commands are highly encouraged to perform a quarterly EKMS 3(series) check on their account. Do not rely on CMS A/A to identify all issues, their glance is not as thorough.

Alcohol Awareness

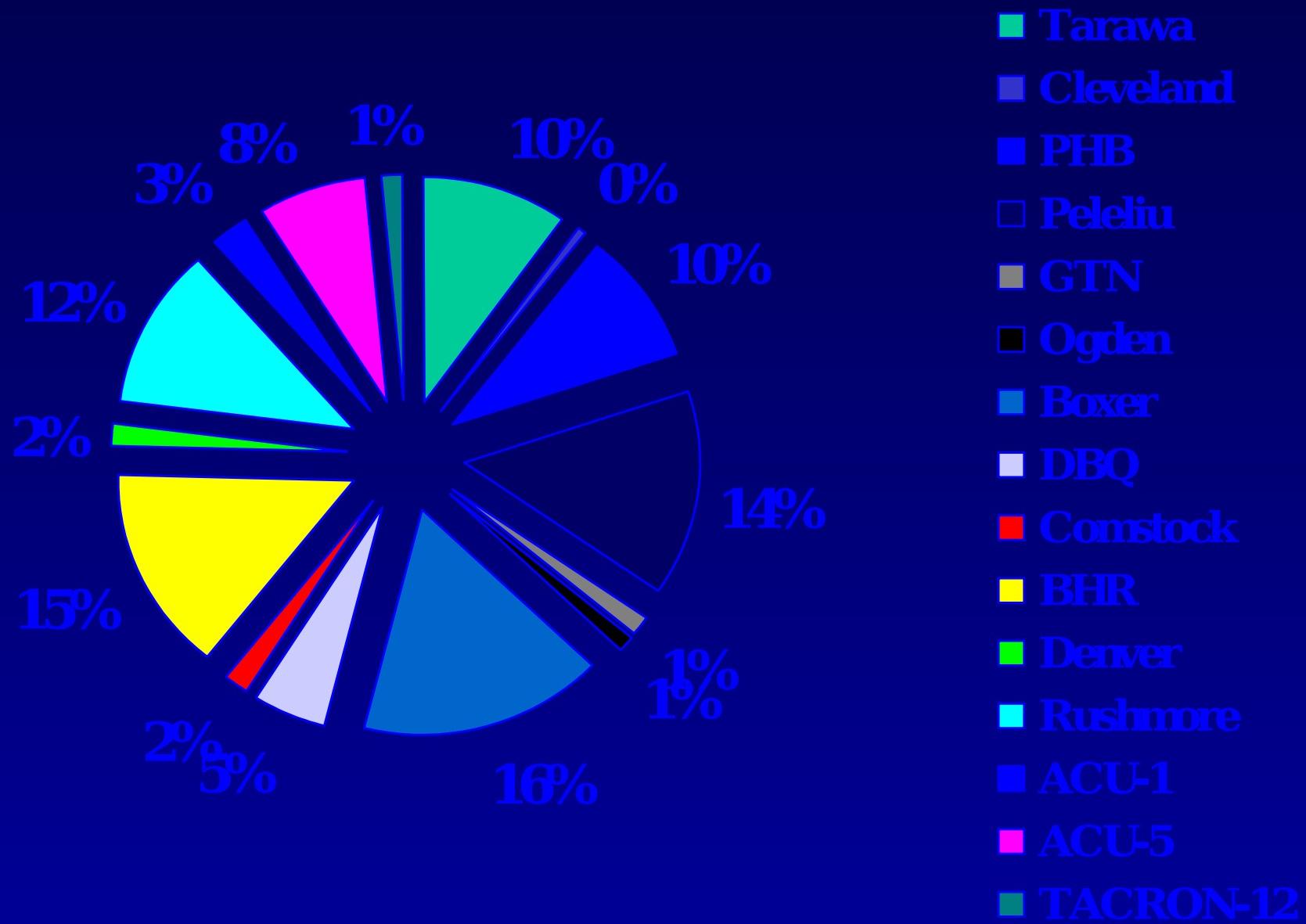


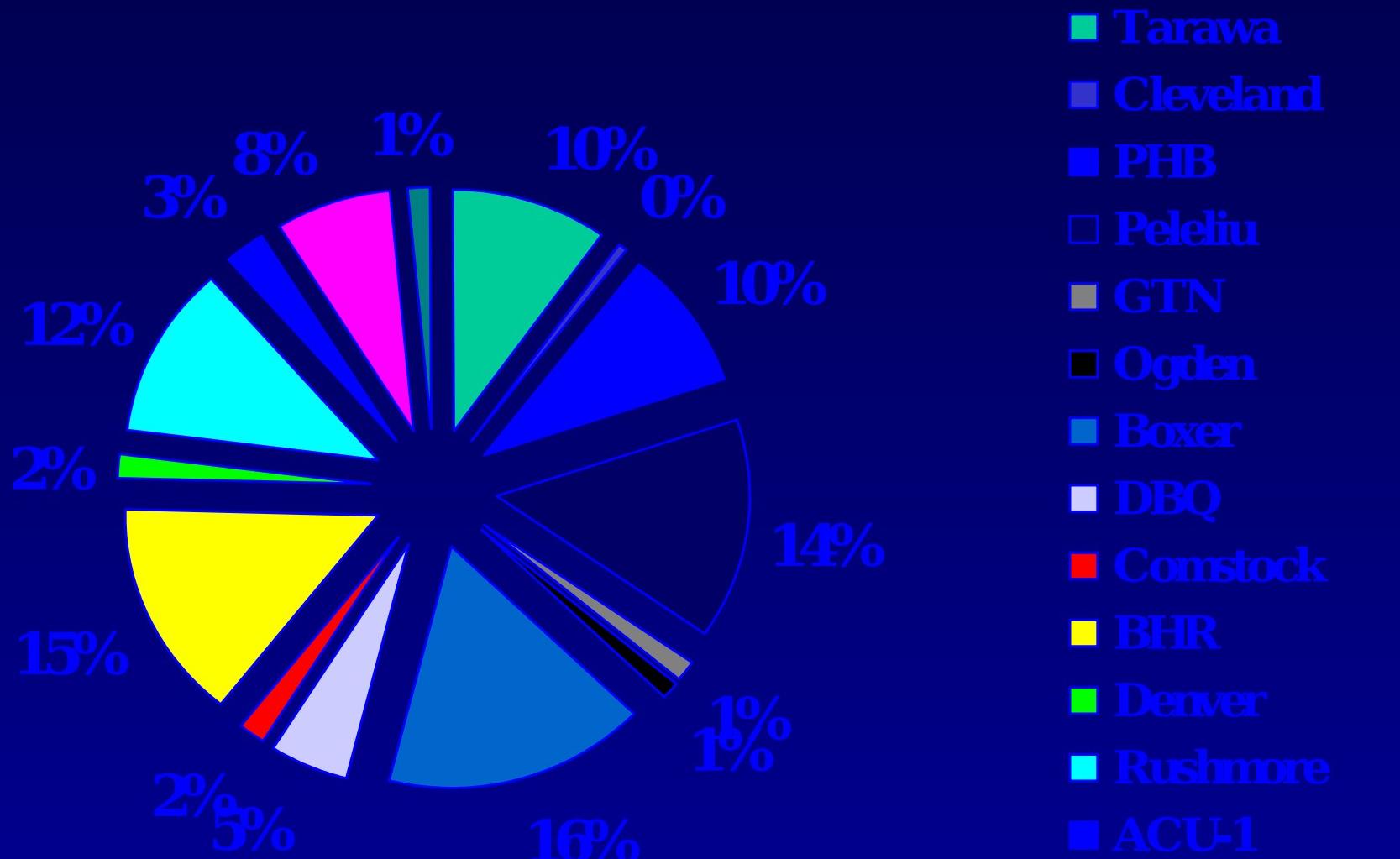
**AMPHIBIOUS GROUP
THREE**



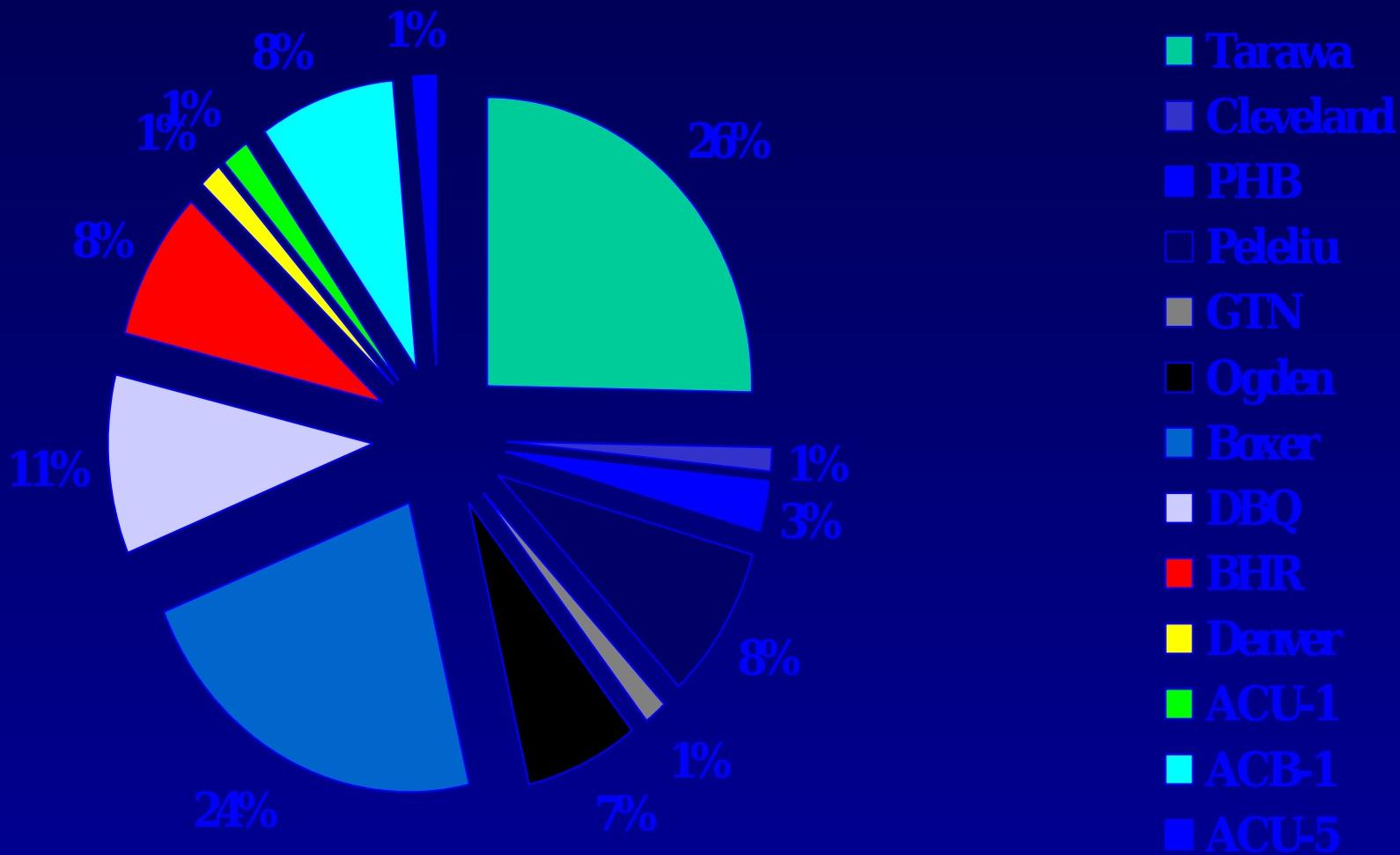
One Marion Ledger
Copyright 2001

MARSHALL
SAMSY

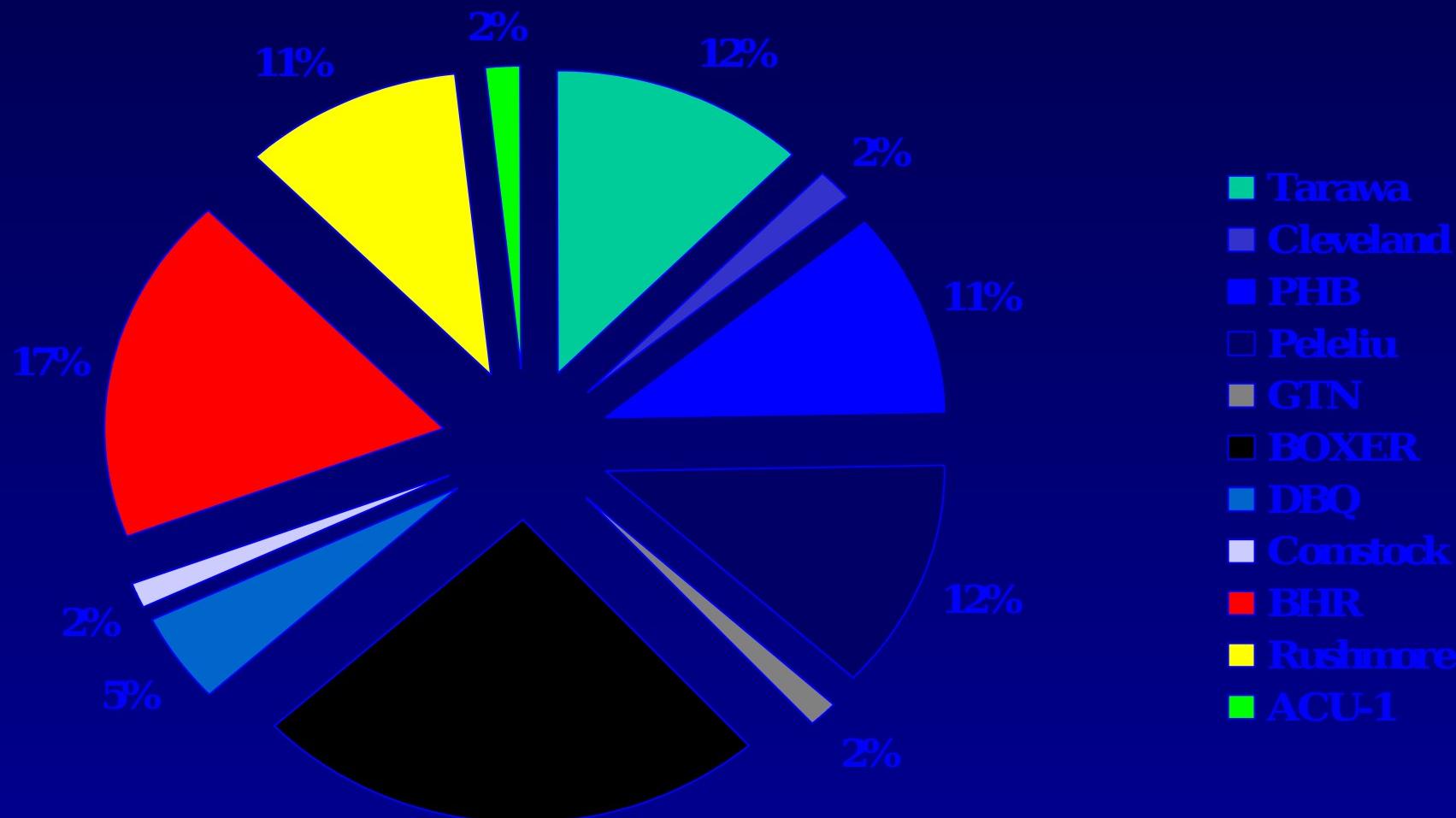




Underage Drinking per CMD 2004

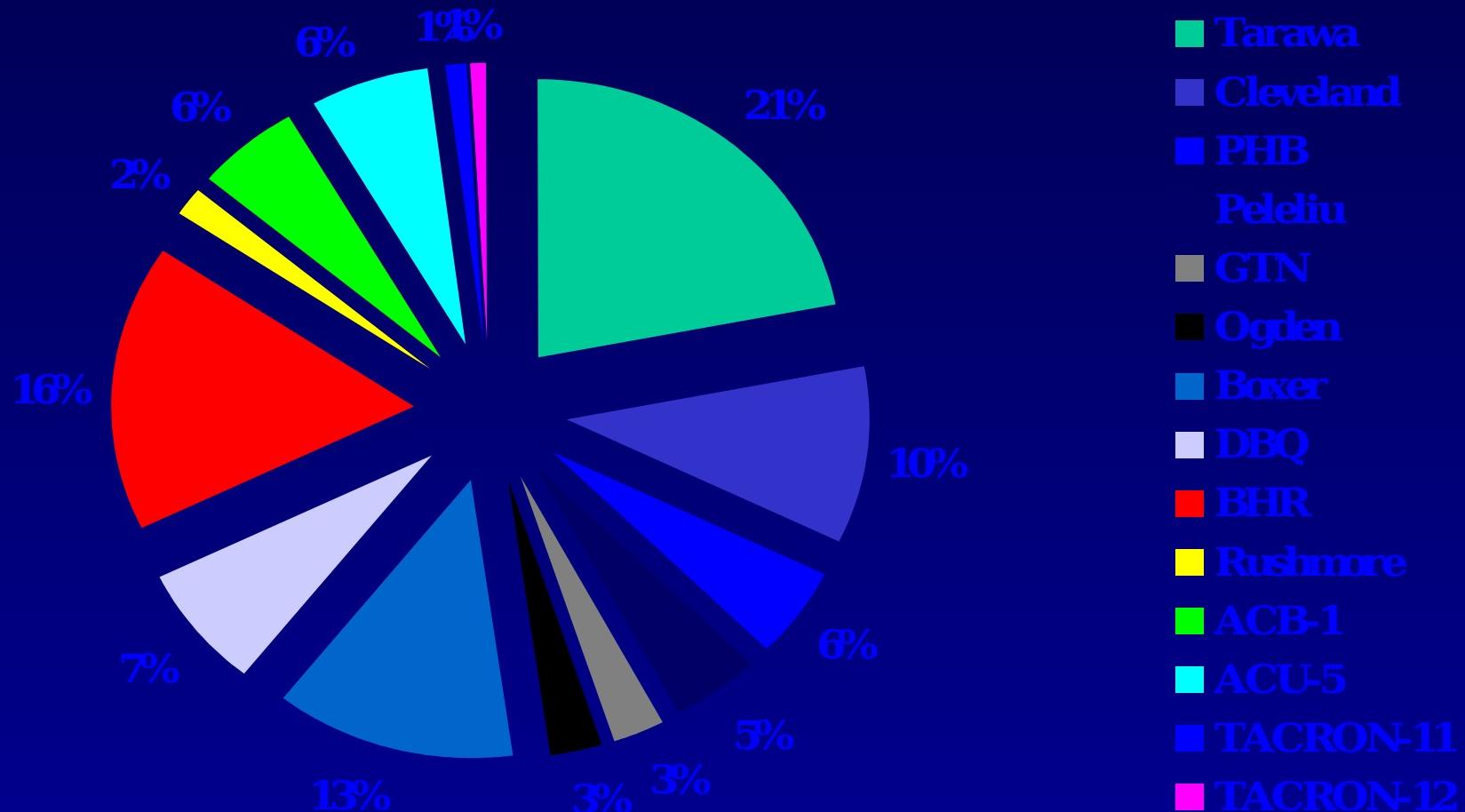


Underage Drinking per CMD 2005

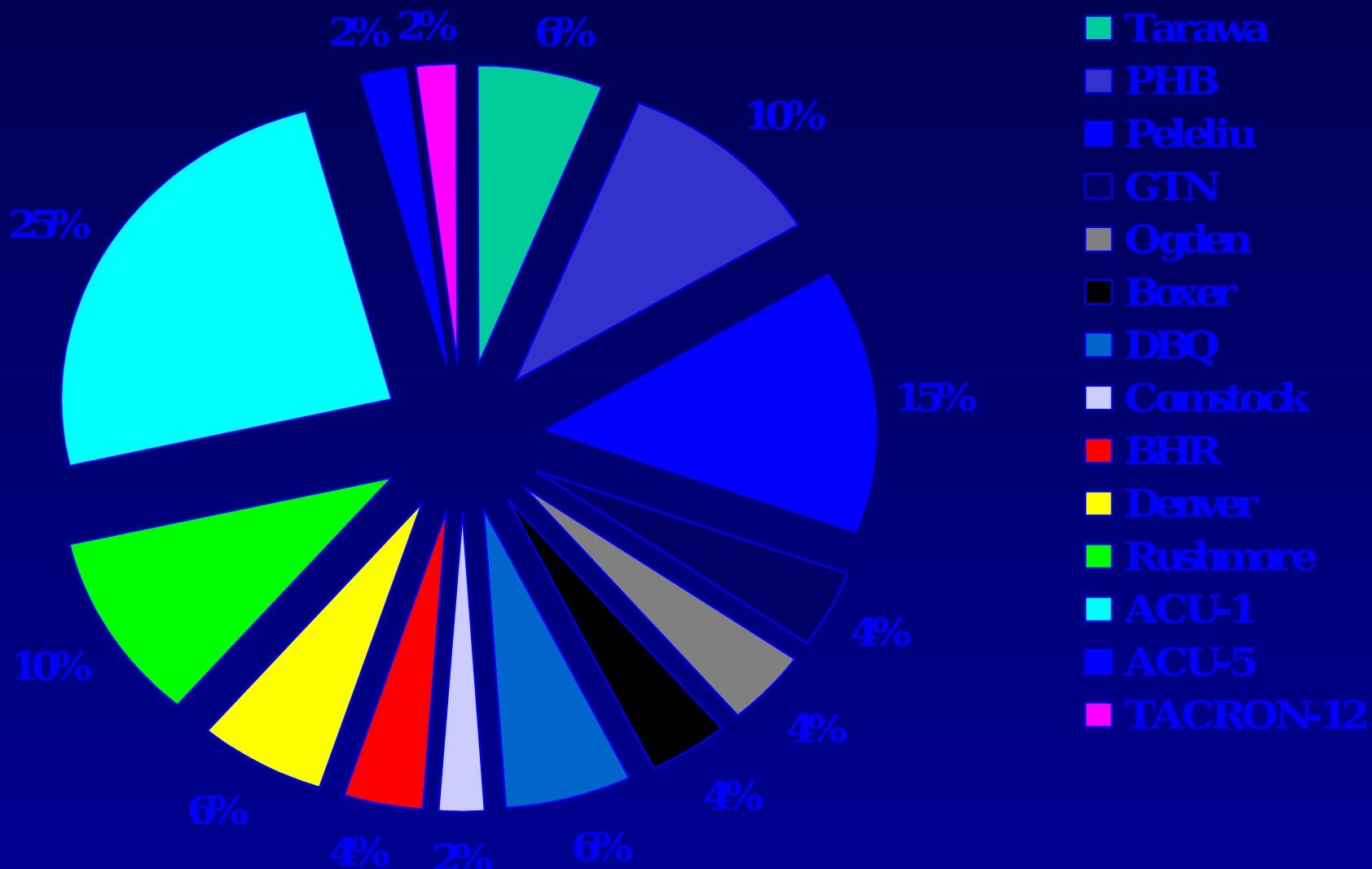


Underage drinking for 2004 to 2005. The commands who improved to have zero reporting were Ogden, Denver, ACB-1, and ACU-5. All the other commands still have issues with underage drinking. The only new command with an issue in 2005 from

DUI by CMD for 2004



DUI for CMD 2005

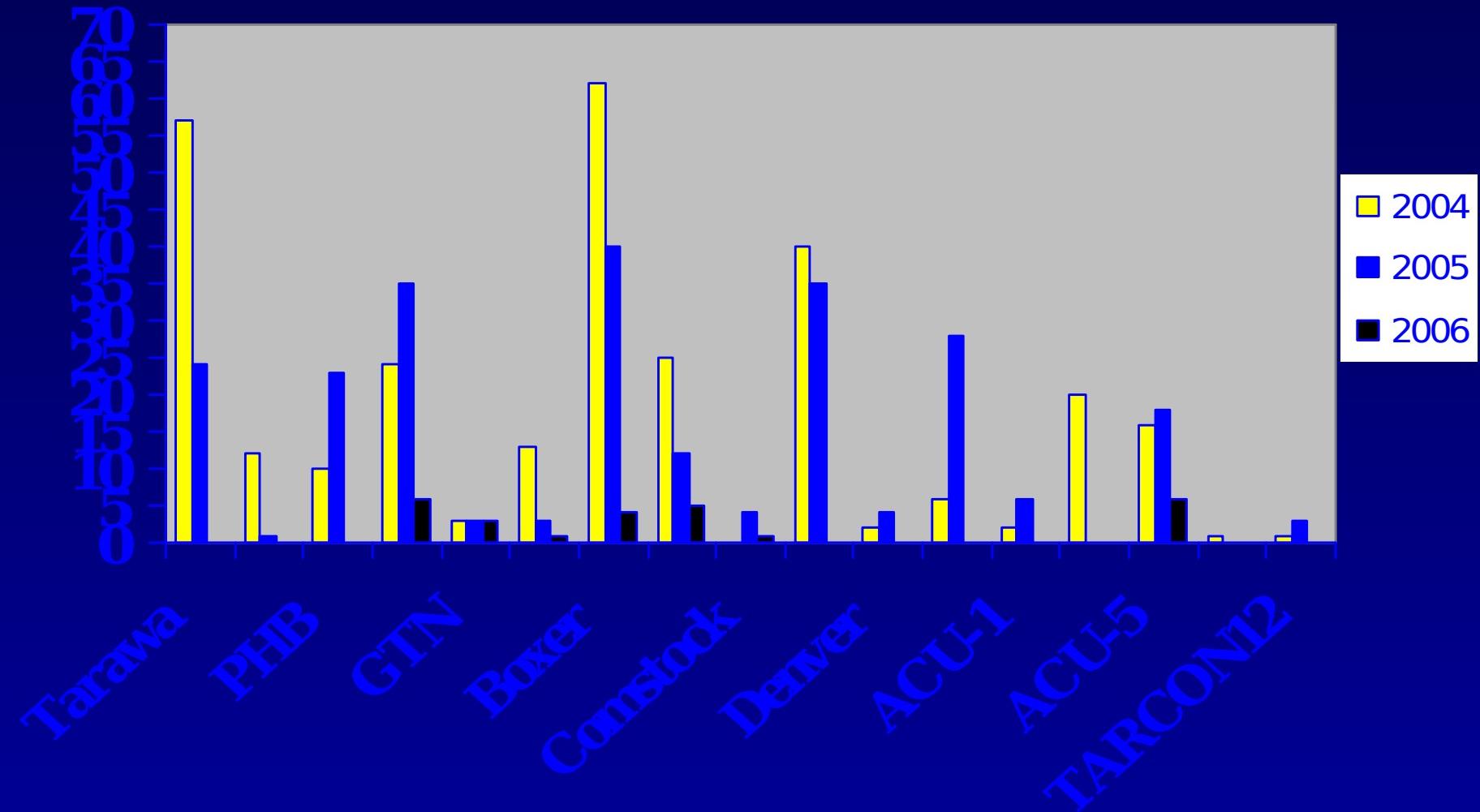


Commands who improved from 2004 were TACRON 11 & ACB-1. Another reason for changes in percentage from 2004 vs. 2005 was number of days deployed. Units which were zero for 2004 and 2005 include: NELLIS, Edwards, Eielson, and MCAS.



Alcohol Incidents by CMD's

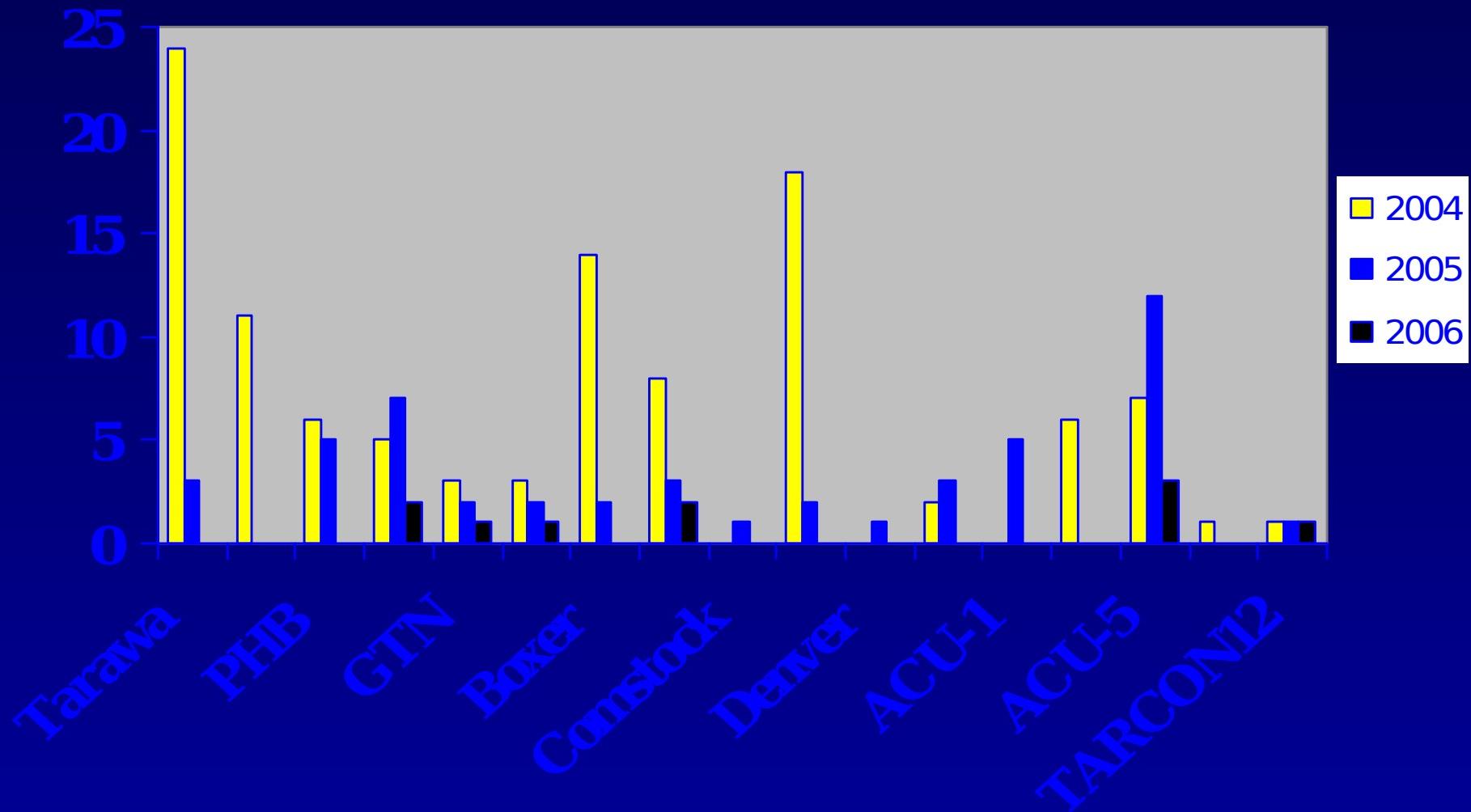
AMPHIBIOUS GROUP
THREE





AMPHIBIOUS GROUP
THREE

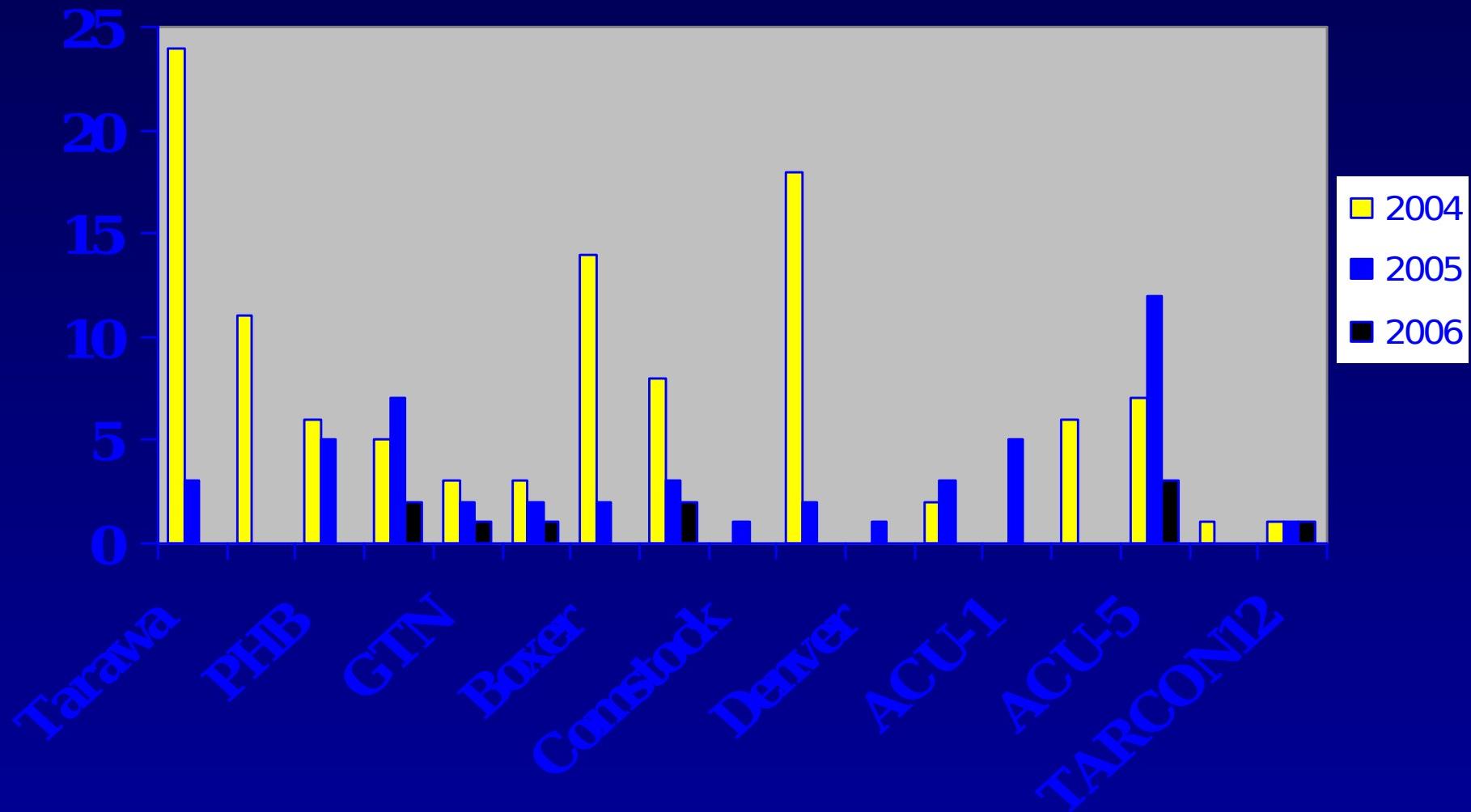
DUI's by CMD's





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THREE

DUI's by CMD's





Program Overview

USS Belleau Wood: 0-0-1-3 Program

USS Boxer: "Tipsy Taxi"

USS Bon-Homme Richard: "Arrive Alive Card"

USS Denver: "Ride for Life"

COMPACFLT: Keychain Breathalyzers

COMNAVAIRPAC;

VAQ-135: Dial-a-Raven Program

**VAQ-139: DUI Free Time 90 days=72hr Special
Liberty**

This is a sample of the programs that are being utilized out in the Fleet. Not all of these programs have proven to be successful.

Note: Currently 404 DUI Free Days



AMPHIBIOUS GROUP
THREE

Take Away

- 1. Active involvement throughout the Chain of Command.**
- 2. Maximum use of resources; i.e. CREDO, Prevent, ADAMS.**
- 3. Safe Haven, establish options for sailors allowing them an escape and properly advertising and endorsing these options; i.e. MWR weekend events.**
- 4. Constantly re-enforcing consequences for DUI; i.e. the average DUI out in town cost \$10,000.00 for fees incurred for the DUI.**
- 5. Dangling Carrot; Incentive for extended periods of time without alcohol related incidents.**
- 6. Community involvement; i.e. police ride-alongs, AA meetings, visit Medical Examiners Office, visit local morgues.**



TRAINING & READINESS



- SFTM Revision/ULT Methodology
- Extensions/ waivers
- CY05 Battle E
- CY06 Battle Effectiveness Awards



SFTM Revision/ ULT

• Methodology

- Formal schools- 80% on hand/on order
 - EMIRs, PERSMARs, TADTAR requests
 - Report shortfalls in SORTS
- Administration
 - Watchbills, PQS, Watchteam replacement plans, Bills & Instructions, Current checklists
- Long range planning- monthly reviews
 - Impacts of schedule changes & material casualties



Formal Schools

- **MUST MEET STANDARDS AT EVERY ULTRA EVENT!**
- CPG-3 Force average: 85% (Range 91-79%)
 - LHA/LHD/CG: 85%
 - LSD: 84%
 - LPD: 87%
- ULTRA-S schools review during deployment
 - Identify all long range requirements & critical fills
- Monthly reports by Training Officer



Extensions & Waivers

- Unusual or extenuating circumstances apply
- Expected certification expiration
 - Required 90 days prior to anticipated date
- Examples:
 - Major schedule change extending ship on deployment
 - Short fuse notice of participation in major exercise outside SOCAL
 - Planned shipyard availability dates change



CY05 Battle E

- ISSUE AREAS: **ACCURATE REPORTING**
 - **32 DISQUALIFYING ISSUES NOT DISCLOSED**
 - Red E (Eng/Survivability):
 - Engineering oil spills (5) (4)
 - Admin programs (2)
 - UD grades
 - Cert lapsed (2)
 - Green E (C3&IW):
 - SESEEF & Chaff exercises lapses (6)



CY05 Battle E

- ISSUE AREAS:

- Yellow E (Safety):
 - Non-engineering oil spills (deep sinks, deck drains)- (5)
 - Safety program failures (4)
 - Class A mishaps (MV fatalities) (4)
 - Annual Lessons Learned messages (4)
 - Afloat Safety Climate Assessment Surveys (2)



CY05 Battle E

- ISSUE AREAS:

- Black E (Maritime):
 - Exercise periodicity lapse (2)
 - Others: Inadvertent weapons discharge, Cert lapse, Equipment failure, Collision
- Blue E (Logistics):
 - Food Service Management (2)
 - Loss of accountability (2)
 - 3M Inspection R-checks (1)



CY06 Battle Effectiveness

- 4 of 6 warfare area excellence awards required
- Added Command Efficiency Excellence Award-
“Purple E”
 - Complete ULT in less than 16 weeks, no expired certs
 - 80% of formal schools at every ULTRA event No ordnance losses
 - Net effectiveness at or above Force goal
 - CSMP confidence factor above 85%
 - MEOM at or above E



CY06 Battle Effectiveness

- Black E- Maritime Warfare
 - AMW/ATFP/AW/MOB-N/MOB-S/SAR/SUWUSW/NC-VBSS/ARQ certs current
 - Maintain exercises at M-2 throughout year
 - No inadvertent weapons discharges, groundings, collisions
 - No SAR cert failures
- Green E- C3&IW
 - CCC/CRY/EW/INT certs current
 - Zero security incidents- computer systems, networks, and data will remain secure



CY06 Battle Effectiveness

- Red E- Engineering/Survivability
 - 3M, MOB-D & E cert current
 - No oil or CHT spills
 - No critical admin programs, no more than 3 non-critical admin programs, and no safety programs unsat during any ISIC or ATG assessment
 - Failure to meet minimum equipment at any ULTRA event
 - EOC above average or outstanding; can be average at ULTRA-E to be eligible



CY06 Battle Effectiveness

- Blue E- Logistics
 - Logistics cert current
 - Stores Mgt 90% or greater. Carcass tracking charges less than 5% of DLR obligations.
 - Food Service Mgt 90% or above. No excessive over issues (2% or greater)
 - Retail Ops Mgt 90% or above. No level 3 losses (3% or greater and/or in excess of \$3k)
 - Disbursing audit SAT. No loss of funds.
 - Post Office Mgt 90% or greater. No loss of accountability.



CY06 Battle Effectiveness

- Yellow E- Safety
 - ORM Training Program SAT
 - Zero Class A mishaps
 - SAT HAZMAT review by INSURV/Safety Center/EPMU
 - NAVOSH programs effective at every review (Tag Out, Elec Safety, Heat Stress, Hearing Conservation)



CY06 Battle Effectiveness

- CY06 Summary:
 - Oil Spills (4)
 - COMSEC Incidents (3)
 - Expired certs/ exercises (3)
 - Engineering program failures (1)
 - Safety program failures (1)



NAVY LEADERSHIP CONTINUUM

CPG3/NCC(SW)Scott

POC:

RUSSEL.G.SCOTT@navy.mil

Ref: NAVADMIN 033/06



APPLICATION

The STA-21 application is composed of two parts:

1. Part I (Initial Application Data-Online Form)
2. Part II (Mail-in)
 - a. Must be postmarked by 1 July of application year
 - b. Includes:
 - Personal Statement
 - Downloadable application form
 - Last five enlisted performance evaluations
 - SAT or ACT scores
 - Academic transcripts (HS/GED and college)
 - SMART Transcript
 - PFA Results
 - Interviewer's Appraisal Sheets
 - Commanding Officer's endorsement and recommendation



TIMELINE

- 31 Mar 06: SAT or ACT deadline
(recommended,
must be included in package)
- 01 May 06: Special Request Chit to CO
- 15 May 06: Application package to Admin
- 31 May 06: Interviewer's Appraisal Board
and Nomination Review Board (The
Nomination Review Boards require
networking)
- 15 Jun 06: CO's endorsement prepared
- 01 Jul 06: Mailing deadline
- XX Sep 06: Selection board convenes



Lessons Learned – 2005 Board

- Clear, forceful, consistent endorsement from CO
- Comments on leadership and potential
- Interview boards of senior officers (DH+)
- Personal statement explains weakness(es)
- Personal statement highlights leadership exp.
- Have mentor(s) proof personal statement
- Obtain as much current college as possible
- Letters of recommendation encouraged





TRENDS

- More emphasis on technical majors
- Early completion – Do you have your AA/AAS?
- Encouraging more applicant diversity
- PFA minimums are not good enough
- Average SAT = 1200 (No data on new SAT)
- Previous college credits – Math
- Whole Person Concept – community involvement, outside activities
- FY05 STA-21 Selection Process:
 - 1,188 applications received
 - 1,031 application board eligible (due to errors)
 - 186 selected



REFERENCES AND POINTS OF CONTACT

References:

OPNAVINST 1420.1A (Chapt. 8) [https://www.sta-21.navy.mil/opnavinst1420_1a_chap8.pdf]
NAVADMIN XXX/06 (approx. April)
Your Command Career Counselor

Points of contact:

The STA-21 program is managed and administered by the Commander, Naval Service Training Command (NSTC), Officer Development.

On the Web: <https://www.sta-21.navy.mil/>
E-mail: PNSC_STA21@navy.mil
Telephone: (850) 452-2486 or DSN 922-2486



FLYING CHIEF WARRANT OFFICER "PILOT" PROGRAM

Navy is seeking applications from highly-qualified and hard-charging Sailors (E5-E7) for a "pilot" program to place Chief Warrant Officers in cockpits as pilots and naval flight officers.

30 selectees will be commissioned as CW02, attend LDO/CWO Indoctrination, and report to flight training.

Newly-winged aviators will attend FRS for ultimate assignment to VP, VP(Q), VQ(T), HSC, and HSL squadrons.

Intent is to create "flying specialists" unencumbered by traditional career paths of unrestricted line officers. As such, Flying CWOs will rotate between traditional aviation sea and shore commands, but remain junior/division officers (vice DH and command track).



FLYING CHIEF WARRANT OFFICER "PILOT" PROGRAM

Eligibility:

- Must be commissioned by 27th birthday
- Must possess associate's degree or higher
- Physically qualified for aviation duty
- Must meet Aviation Standard Test Battery (ASTB) minimums
- 8 year minimum service obligation for pilot; 6 for NFO
- *Application deadline to Pers-432M is 31 Mar 06!*
- For further info, see www.npc.navy.mil/officer/LDOCW0Community and click on the "News" tab. (NAVADMIN 031/06)



Leadership Continuum

- Per BUPERINST 1430.16E , Advancement manual for the Advancement of Enlisted Personnel of U.S. Navy and U.S. Navy Reserve . Completion of LTC in current paygrade is required to participate in the
- E-6 or E-7 Advancement Examination, or to be considered by the E-8 Selection Board.
- Waivers may be authorized for extraordinary circumstances, however we disapproved 13 out of 13 so far this year.



Leadership Continuum

- Sailors fail to show up for every class, so stand-bys are almost always given seats.
- Quotas are easily obtained online.
- Your Training Officer or Command Career Counselor can pull reports to show you who needs to attend.
- Remember waivers are 0/13!